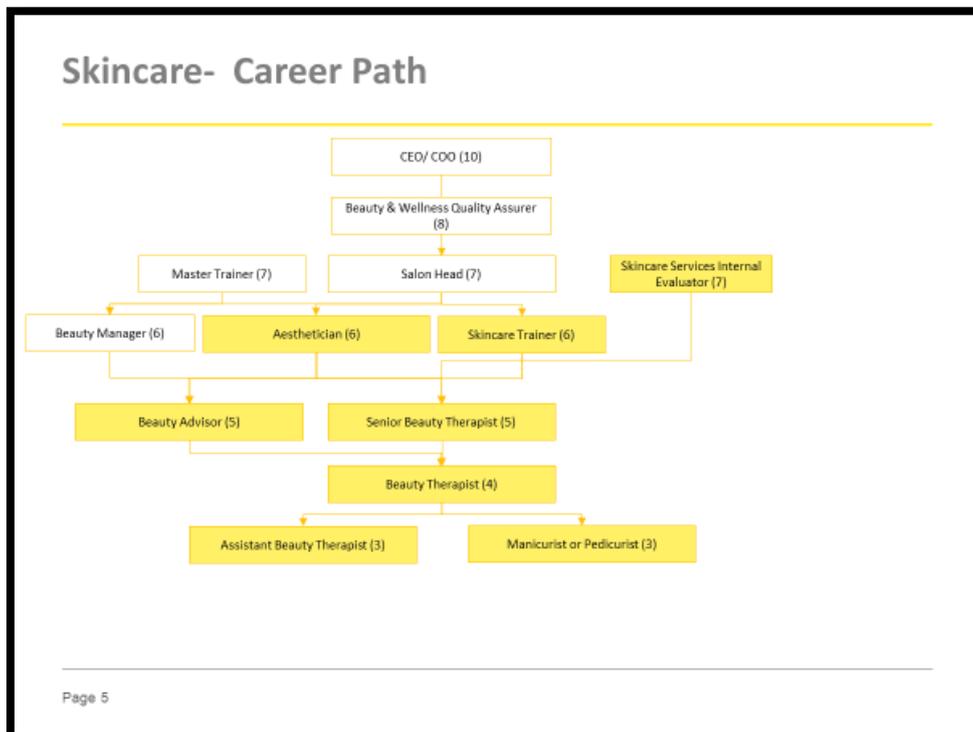
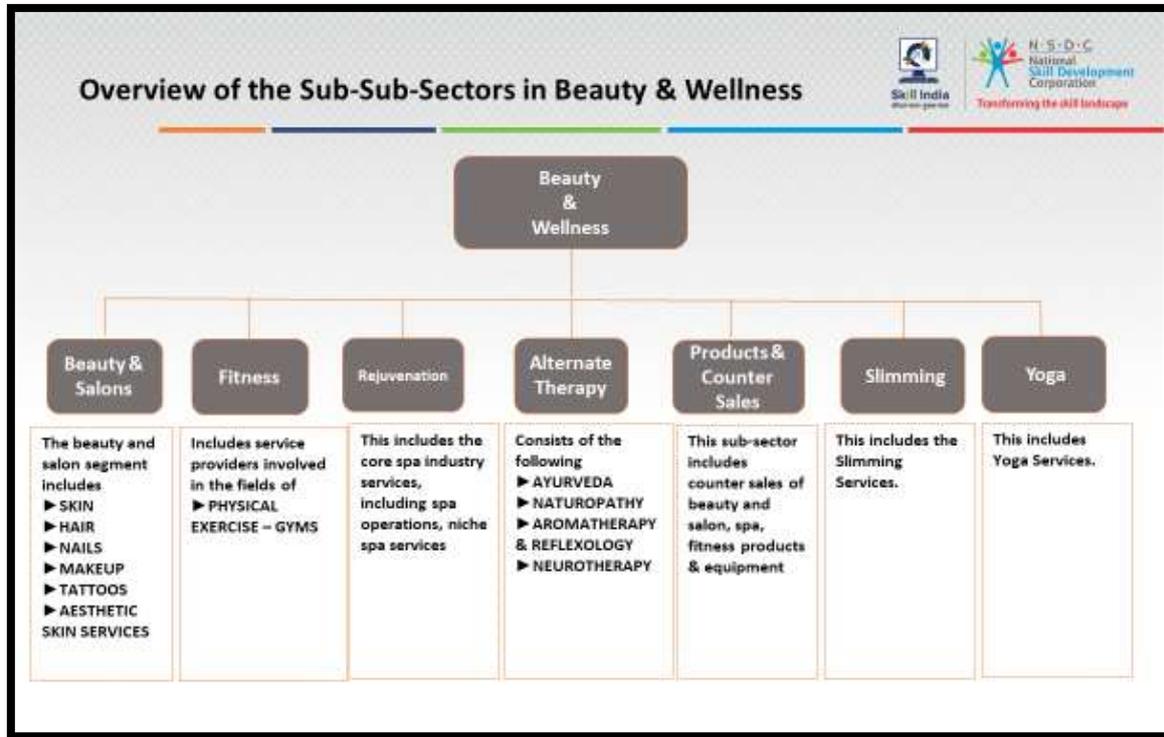


- Beauty & Wellness to be a “Job Puller” by 2022.
- The Beauty and Wellness sector has gained prominence in India and displayed consistent and remarkable growth, making it a potentially significant contributor to economic growth and a leading employer creating millions of employment opportunities across the length and breadth of the country.
- India is currently the 10th fastest growing market globally in Beauty & Wellness sector and the industry is poised to reach a size of INR 1,00,000 crores by the year 2015-16.
- Rising consumer spend, increased availability of funding and expansion into tier-2 and 3 cities have been growth drivers for the wellness industry.
- Of the 24 sectors surveyed by NSDC (KPMG report), the five sectors that would require the maximum skilled workforce by 2022 are: Building construction and Real Estate, Retail, Beauty and Wellness, Transportation and Logistics and Furniture and Furnishing.
- The incremental skilled workforce requirement in Beauty & Wellness industry alone by 2022 will be 10.06 million. (From current employment of 4.21 million, the projected employment by 2022 is 14.27 million).
- In the Beauty & Wellness industry in India, only 20% to 30% of the total market share is controlled by the organized players. The rest of the market is unorganized and fragmented with the presence of small and regional players.
- Major challenges faced by the Beauty & Wellness industry are paucity of quality skilled and trained manpower, attrition, poaching and consequent high manpower costs.
- Another challenge is lack of conformity to quality standards across the industry which restricts the efforts to project the image of India as a high-quality wellness destination.
- Beauty & Wellness is a domain which employs more women than men and also presents them the scope to turn entrepreneurs in their own right.

Mandate for setting up the B&WSSC

- The key objective of the Council is to bridge the skill gaps and develop a talent pool that is essential to aid the growth of Beauty & Wellness sector in India.
- The Council aims to develop National Occupational Standards & Qualification Packs for various job-roles in Beauty & Wellness Sector.
- Conduct industry and market studies to determine the skill gap in key segments in the Beauty and Wellness industry on an on-going basis
- Design Courses and Training Content, and Set Standards
- Put-in place an Assessment & Certification Mechanism
- Accredite Training Institutes
- Facilitate Placement Support
- Help Institutes build and Upgrade their Capacity through train-the-trainer program
- Create awareness about the Beauty and Wellness industry
- Involve all Stakeholders – employers, learners, academia and vocational bodies – in the skill development exercise
- Establish/facilitate in-house Training Centers and Centers of Excellence
- Set up an effective Labour Market Information System (LMIS), and
- Benchmark Indian beauty and wellness education with international standards

OVERVIEW OF SUB-SECTORS OF B&WSSC



RECOGNITION OF PRIOR LEARNING

What is RPL?

Recognition of Prior Learning (RPL) is a platform to provide recognition to the informal learning or learning through work to get equal acceptance as the formal levels of education. It aims to appreciate prior learning irrespective of the medium of achieving it. In short, RPL is a process of assessment of an individual's prior learning to give due importance to learning as an outcome rather than learning as process.

Types of RPL:

RPL is conducted in 4 formats majorly. Brief description of each format is as follows:

1. RPL Type 1 (RPL in a location where workers of a particular sector are consolidated (i.e. Industrial/Traditional Clusters)
2. RPL Type 2 (RPL on-site at an employers' premises)
3. RPL Type 3 (RPL at designated centers for geographically scattered workers who need to be mobilized)

Who can participate in RPL training?

- Employees on payroll / contractual of the eligible employer
- Not already certified under NSQF
- Having a minimum work experience of one year with the Best in Class Employer and two years overall in the sector

What is the Impact of RPL- Best in class employer?

Employer:At the organisational level, Employer gets a co-branded certificate with the "Ministry of Skill development and Entrepreneurship". RPL also ensures improved staff competence assists in fulfilling succession planning and meeting employment equity and other skills development targets. More multi-skilled staff leads to a more flexible organisation with a flatter organisational structure.

Employee:At an individual level, the candidates gets to do a refresher of their technical skills and get certified by Government of India, which is a valid certificate across the globe.

S. No	Topic & Subtopics	Outcome
1	Prepare and maintain work area Theory Duration (hh:mm) 02:00 Practical Duration (hh:mm) 02:00	Ensure that environmental conditions are suitable for the client and the treatment to be carried out in a hygiene and safe environment
		Selecting suitable equipment and products required for the treatment
		Set up the equipment and prepare the products for treatments in adherence set up the equipment and prepare the products for treatments in adherence
		Store records, materials and equipment securely in line with the salon's policies
2	Perform skin care services Theory Duration (hh:mm) 05:00 Practical Duration (hh:mm) 05:00	adhere to the health and safety standards laid out by the manufacturer and salon
		position self and client throughout treatment to ensure privacy, comfort and wellbeing
		perform and adapt the therapy using materials, equipment and techniques correctly and safely to meet the needs of the client
		carry out facial care/ clean-up process using the products and equipment as per service levels laid down by the salon
		clarify the client's understanding and expectation prior to commencement of treatment
		clean the skin and remove all traces of make-up by using superficial and edeep cleansing techniques
		use an exfoliation technique suitable for the client's skin type and skin condition
		use a suitable skin warming technique and carry out any necessary extraction relevant to the client's skin type and skin condition
		provide facial massage using a medium and techniques suitable for the client's skin type and condition
		apply mask treatments evenly and neatly, covering the area to be treated
		remove masks as per the recommended time frame
		ensure the skin is left clean, toned and suitably moisturized
		complete the therapy to the satisfaction of the –client in a commercially Acceptable time.
record the therapy accurately and store information securely in line with the salon's Policies		
provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client		
3	Perform depilation service Theory Duration	adhere to the health and safety standards laid out by the manufacturer and salon
		sanitize the hands prior to treatment commencement

<p>(hh:mm)</p> <p>05:00</p> <p>Practical Duration</p> <p>(hh:mm)</p> <p>05:00</p>	prepare the client and provide suitable protective apparel
	clarify the client's understanding and expectation prior to commencement of treatment
	select and prepare products, tools and equipment that are suitable to meet to the client's needs and treatment plan
	position self and client throughout treatment to ensure privacy, comfort and wellbeing
	perform and adapt the therapy using materials, equipment and techniques correctly and safely to meet the needs of the client
	conduct a test patch and skin sensitivity test ahead of the waxing treatment
	carry out the process using the equipment and products (hot wax, warm/coolwax, strips etc.) as per standards of services laid down by the salon
	apply the appropriate pre-wax products prior to waxing based on Manufacturer's Instructions
	apply the appropriate pre-wax products prior to waxing based on
	maintain the client's modesty and privacy at all times, following work techniques that minimize discomfort to the client
	check the client's wellbeing throughout the service and giving the necessary reassurance
	clean the treated area and use a suitable soothing product
	complete the therapy to the satisfaction of the client in a commercially acceptable time
	record the therapy accurately and store information securely in line with the salon's Policies
	provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client
	minimize the wastage of products and store chemicals and equipment securely post treatment
	dispose all waste safely according to the salon's standards of hygiene and safety
	consult, plan and prepare for sensitive area and female intimate waxing
	select the tools and products used for sensitive and intimate area waxing
	prepare the sensitive and intimate area to be treated and trim overlong hair for the treatment
understand the hair growth pattern of sensitive and intimate area waxing and prior to the waxing service check the correct temperature of wax for the client and the area to be treated	

		understand the correct positioning of the client and treatment techniques(application of wax to pubic area)
		instruct the client clearly on how and when to support their skin during the sensitive and intimate area waxing service
		understand sensitive area and intimate waxing services and give aftercare advice
		position self and client throughout treatment to ensure privacy, comfort and wellbeing
		perform and adapt the therapy using materials, equipment and techniques correctly and safely to meet the needs of the client
		carry out the process using the tools and materials (threads, scissors etc.) and as per process laid down by the salon
		ensure the hair removal methods are carried out at a comfortable distance from the client whilst maintaining the correct tension of the thread
		provide clear instructions to the client on how and when to support their skin through the threading process
		maintain the client's modesty and privacy at all times, following work techniques that minimize discomfort to the client
		check the client's wellbeing throughout the service and giving the necessary reassurance
		clean the treated area and use a suitable soothing product
		complete the therapy to the satisfaction of the client in a commercially acceptable time
		record the therapy accurately and store information securely in line with the salon's policies
		provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client
		minimize the wastage of products and store chemicals and equipment securely post treatment
		dispose all waste safely according to the salon's standards of hygiene and safety
4	Perform manicure and pedicure Service Theory Duration (hh:mm) 05:00 Practical Duration (hh:mm) 05:00	adhere to the health and safety standards laid out by the manufacturer and organization sanitize the hands prior to procedure commencement prepare the client and provide suitable protective apparel clarify the client's understanding and expectation prior to commencement of procedure

	<p>position self and client throughout procedure to ensure privacy, comfort and wellbeing</p> <p>adjust the client's position to meet the needs of the service without causing them discomfort</p> <p>perform and adapt the procedure using materials, equipment and techniques correctly and safely to meet the needs of the client</p> <p>remove any existing nail polish</p> <p>check the desired length and shape with the client</p> <p>file the nails ensuring the nail's free edge is left smooth and shaped to required length according to the client's needs</p> <p>remove dirt in the underside of the nails</p> <p>use suitable cuticle tools and products safely and effectively to remove excess cuticle, ensuring that the cuticle and nail plate are undamaged</p> <p>use specialized hand and nail treatments to improve the appearance of the client's skin and nails</p> <p>use smooth and even massage techniques and pressure to meet the client's needs</p> <p>leave the hands and lower arm free of any excess massage medium</p> <p>check that the nail plate is dehydrated and the underside is clean and free of debris</p> <p>apply sufficient base coat, polish coats and top coats for the desired finish</p> <p>check that the nail finish is left with smooth and even texture and colour, with the cuticle and nail wall free enamel</p> <p>clean and dry the client's legs</p> <p>remove any existing nail polish</p> <p>check the desired length and shape with the client.</p> <p>file the nails ensuring the nail's free edge is left smooth and shaped to required length according to the client's needs</p> <p>remove dirt in the underside of the nails</p> <p>use suitable cuticle tools and products safely and effectively to remove excess cuticle, ensuring that the cuticle and nail plate are undamaged</p> <p>remove any excessive hard skin using a foot scrapper</p> <p>use specialized leg and nail treatments to improve the appearance of the client's skin and nails</p>
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		use smooth and even massage techniques and pressure to meet the client's needs
		leave the foot and lower leg free of any excess massage medium
		check that the nail plate is dehydrated and the underside is clean and free of debris
		apply sufficient base coat, polish coats and top coats for the desired finish
		check that the nail finish is left with smooth and even texture and colour, with the cuticle and nail wall free enamel
		check the client's wellbeing throughout the service and giving the necessary reassurance
		clean the treated area and use a suitable soothing product
		complete the therapy to the satisfaction of the guest in a commercially acceptable time
		record the therapy accurately and store information securely in line with the organization's policies
		provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client
5	<p>Perform makeup services Theory Duration (hh:mm) 02:00 Practical Duration (hh:mm) 03:00</p>	<p>adhere to the health and safety standards laid out by the manufacturer and salon</p> <p>consult the client by questioning to identify contra-indications to skin and makeup products</p> <p>sanitize the hands prior to treatment commencement</p> <p>prepare the client and provide suitable protective apparel</p> <p>position self and client throughout procedure to ensure privacy, comfort and waxing</p> <p>define a suitable treatment plan to meet the client's needs</p> <p>select and prepare suitable skin care and make up products to meet the client's needs and work plan</p> <p>clarify the client's understanding and expectation prior to commencement of procedure</p> <p>clean, tone and moisturize the skin to suit the client's skin type and needs</p> <p>conceal skin imperfections and blemishes using the suitable colour corrective products where required</p> <p>select and apply make-up products to enhance facial features, to suit the</p> <p>adapt the procedure using materials, equipment and techniques correctly and safely to meet the needs of the client</p>

		adjust the client's position to meet the needs of the service without causing them discomfort
		check the client's wellbeing throughout the service and giving the necessary
		complete the procedure to the satisfaction of the client in a commercially reassurance
		PC16. record the procedure accurately and store information securely in line with
		PC17. provide specific after-procedure, homecare advice and recommendations for the salon's policies
06	<p>Operate and apply electrical/electronic equipment for facial beauty services safely and effectively</p> <p>Theory Duration (hh:mm) 05:00</p> <p>Practical Duration (hh:mm) 06:00</p>	PC2. identify various electrical/electronic machine equipment for beauty services correctly
		PC3. select the correct machine and accessories as per the service plan
		PC4. check the machine for damage, faults and risks before operating, if detected take necessary action as per organisation approved procedures and ensure safety
		PC5. ensure all component and parts of the machine are available, clean and ready for use
		PC6. attach and assemble the accessories/parts following manufacturer's instructions
		PC7. ensure there are no bare or trailing wires
		PC8. ensure the machine is calibrated and approved for usage
		PC9. ensure the environment is safe and suitable for equipment operation
		PC10. sterilise, sanitise and disinfect tools and machine parts as per requirements and organisation standard using various methods
		PC11. assemble and organise products and accessories related to the respective service and keep ready for use
		PC13. identify contra-indications and respective necessary actions
		PC14. position self and equipment in relation to client and each other, safely and in a manner to operate the equipment effectively
		PC12. prepare yourself, the client and work area for shampoo and conditioning services
		PC16. ensure the service plan is as per skin type, skin condition
		PC18. select and prepare suitable skin care products to meet the client's needs in line with the client service plan
	PC19. ensure the dials are at zero and mains are off	

		PC20.switch on the mains and operate the equipment at low intensity to test the equipment
		PC21.switch off the machine if any malfunction is noticed and report to concerned personnel
		PC22.clarify the client's understanding and expectation prior to commencement of procedure
		PC23.explain the sensation, temperature and other sensory experiences the client is likely to experience in order to prepare them for it
		PC24.adjust the client's position to meet the needs of the service without causing them discomfort
		PC25.check the client's comfort and wellbeing throughout the service and adapt procedures to ensure the same, reassure the client with necessary information and positive comments as required
		PC26.operate the equipment as per manufacturer's instructions in line with service procedure requirements
		PC27.apply products as per service plan and in line with procedural guidelines of the manufacturer and organisation standards
		PC28.ensure correct techniques are used for movement PC29.ensure the right parameters as per manufacturer's instructions, organisation and safety standards are maintained and followed during application
		PC30.complete the procedure to the satisfaction of the client in a commercially acceptable time and as per organisational standards
		PC31.identify contra-actions and necessary subsequent action
		C33.provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client
		PC34.clean and dismantle the machine as per organisation standards after service
07	<p>Perform salon reception duties</p> <p>Theory Duration (hh:mm) 02:00</p> <p>Practical Duration (hh:mm) 06:00</p>	PC1.book appointments in person and over telephone accurately and promptly
		PC2.maintain and interpret the appointment register accurately
		PC3.estimate timings for various services offered by the salon with reasonable precision
		PC4.record details in a register or electronically in an accurate and efficient manner
		C6.politely decline appointments where time slots unavailable and offer alternate arrangements in keeping with client needs and preferences
		PC10.accommodate special requests as per feasibility and in consultation with service personnel
		PC11.respond to emails as per organisational and professional protocols
		PC12.offer clients to wait in the lounge area/waiting area, offer water and means of passing time as per organisational policy and procedures

		<p>PC13.inform waiting customers of time left to service periodically</p> <p>PC14.manage wait times to ensure customer satisfaction</p> <p>PC15.inform customers promptly and apologise earnestly to customers if there is an anticipated delay in servicing a client as per appointment schedule, offer alternative where required</p>
		<p>PC16.inform clients of organisational facilities, services, prices, and layout as required</p>
		<p>also easy to retrieve when required</p>
		<p>PC22.follow correct filing and storing procedures for efficient storage</p>
		<p>PC23.switch off all electronic equipment at the end of the day</p>
		<p>PC24.maintain opening and closing balances and adequate change in the cash box/register</p>
		<p>PC25.process cash payments correctly by receiving and tendering accurate amounts</p>
		<p>PC26.calculate due amounts accurately for billing</p>
		<p>PC27.produce invoices accurately using manual and computerised billing systems</p>
		<p>PC28.process credit card payments on manual swipe machines, electronic swipe machine, etc. of cards with and without pin authorisations</p>
		<p>PC29.reconcile payments with billing done at the end of the shift</p>
		<p>PC30.operate and escalate problems with credit card machines efficiently and in a timely manner</p>
		<p>PC31.maintain confidentiality and security of passwords and other access devices/permits</p>
		<p>PC32.inform customers of schemes, discounts and other offers accurately for purposes of upselling and providing customers legitimate benefits</p>
		<p>PC33.accurately calculate applicable discounts and apply these to invoices</p>
		<p>PC34.calculate applicable taxes correctly and apply them to invoices</p>
		<p>PC35.explain taxes to customers and components of the charged invoice to the customer</p>
		<p>PC36.handover money and receipts to authorised personnel at the end of the shift</p>
		<p>PC37.escalate any disputes that cannot be resolved to the supervisor</p>
08	<p>Maintain health and safety at the work place & Create a positive impression at the</p>	<p>The learner will be able to comply with health and safety related instructions applicable to the workplace.</p> <p>Will use and maintain personal protective equipment as per protocol. Will carry out own activities in line with approved guidelines and procedures.</p>

workplace Theory Duration (hh:mm) 04:00 Practical Duration (hh:mm) 06:00	<p>Will store materials and equipment in line with manufacturer's and organizational requirements.</p>
	<p>Will safely handle and move waste and debris. Minimize health and safety risks to self and others due to own actions.</p>
	<p>Seek clarifications, from supervisors or other authorized personnel in case of perceived risks.</p>
	<p>Will monitor the workplace and work processes for potential risks and threats.</p>
	<p>Will carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned and report hazards and potential risks/ threats to supervisors or other authorized personnel. Participate in mock drills/ evacuation procedures organized at the workplace. Undertake first aid, fire-fighting and emergency response training, if asked to do so.</p>
	<p>Will be able to take action based on instructions in the event of fire, emergencies or accidents.</p>

Theory- 30 Hours

Practical- 38 Hours

Total- 68 Hours

ASSESSMENT BREAK-UP FOR THE QUALIFICATION PACK

S.No of Job Role	Job Role Code	NOS Code	NOS Name	NOS type	Marks Split - Th	Marks Split - Viva/ Prac
Beauty Therapist	BWS/Q010 2	BWS/N010 4	Perform skin care services	Core NOS	4	10
	BWS/Q010 2	BWS/N010 5	Perform depilation services	Core NOS	4	10
	BWS/Q010 2	BWS/N040 1	Provide manicure & pedicure services	Core NOS	4	10
	BWS/Q010 2	BWS/N010 6	Perform Make Up Services	Core NOS	4	10
	BWS/Q010 2	BWS/N012 8	Operate and apply electrical/electronic equipment for facial beauty services safely and effectively	Core NOS	6	15
	BWS/Q010 2	BWS/N012 9	Perform Salon Reception Duties	Core NOS	2	6
	BWS/Q010 2	BWS/N900 1	Prepare & maintain work area	Non-Core NOS	2	3
	BWS/Q010 2	BWS/N900 2	Maintain health and safety at the workplace	Non-Core NOS	2	3
	BWS/Q010 2	BWS/N900 3	Create a positive impression at the workplace	Non-Core NOS	2	3
					30	70

For the assessment the difficulty level

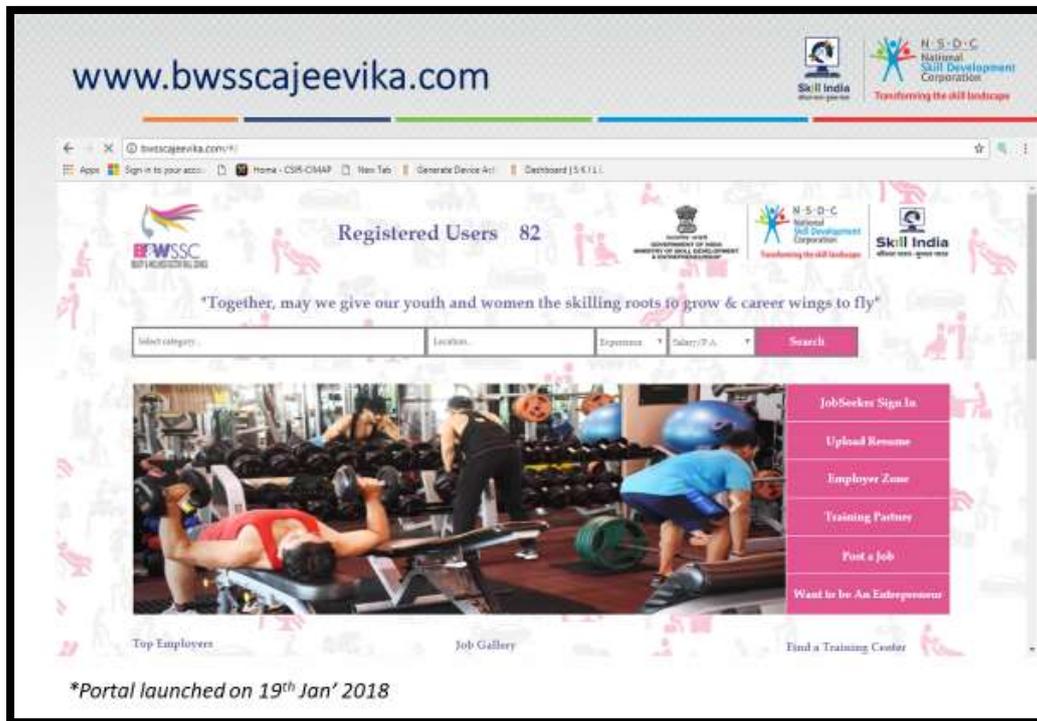
Difficult ----- 20%

Easy----- 30%

Medium---50%

- Theory & Practical will cover Knowledge, Understanding, application & skill
- Theory questions will comprise of MCQs, fill ups, T/F, Pictorial, correct sequence
- Maximum no. of questions for theory should be 30 questions
- Practical & Viva should be 30% viva & 40% Practical

B&WSSC JOB PORTAL



OUR SOCIAL MEDIA PRESENCE

